

## **Traumatic Incident Stress Management Program**

### **What is the TISM Program?**

The TISM Program provides specialized services to meet the needs of the State of Michigan workforce who have experienced a traumatic incident at work. The Employee Service Program coordinates a certified team of state employees to assist employees in the aftermath of traumatic workplace incidents through assessment and intervention. All group services are recommended by ESP and approved by the Department.

### **What is a Traumatic Incident?**

A traumatic incident is an event that is experienced, witnessed or responded to, that causes intense reactions. Events such as workplace violence, employee suicide/homicide, accidental death or serious injuries are examples of situations that may overwhelm an employee's usual coping mechanisms.

**What kinds of reactions should I look for?** Some possible reactions:

<b>Physical</b>	<b>Cognitive</b>	<b>Behavioral Changes</b>	<b>Emotional</b>
Fatigue	Poor Concentration	Crying	Guilt
Nausea	Confusion	Withdrawing	Anger
Headaches	Flashbacks	Irritability	Overwhelmed
Chest Pain	Nightmares	Restlessness	Numbness
Dizziness	Disorientation	Increased Alcohol use	Fear

### **What should I expect from TISM services?**

TISM services begin with an initial consultation and assessment to determine the most appropriate response and if group services are needed. A TISM debriefing is a group process led by a trained mental health professional and most often includes assistance by a trained peer support team member from the Department. A group debriefing can be provided 1-10 days after an incident, but generally occurs 48-72 hours post-incident when possible. Only those who witnessed or responded to the incident are invited to attend a debriefing. The process is designed to provide a safe environment for participants to talk about the incident, understand their reactions, and learn about coping strategies and resources. Referrals for additional services and follow-up are also provided if needed.

### **How do I request services?**

Contact the Employee Service Program at 517-373-7630 or 800-521-1377, or call your Department TISM Coordinator (see the [TISM Coordinator List](#)).